Minutes of the

Meeting of the Executive Committee

of the

World Council of Churches

23 – 26 February 2010

Meeting held at the

Ecumenical Institute, Bossey, Switzerland

These minutes have no official status until received, amended as necessary and approved by the Executive Committee at its next meeting. The official proceedings of the Executive Committee consist of a documented record of decisions taken by the Committee along with the texts of documents acted upon. The introductions to agenda items and summaries of presentations and discussions are prepared by the minute-taker for background information only, and should not be cited as part of the official proceedings of the meeting nor as such attributed to the speakers' names.

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Minutes of the Meeting of the Executive Committee of the World Council of Churches 23-26 February 2010 Ecumenical Institute, Bossey, Switzerland

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1 Morning Prayer

The executive committee met for prayer each morning in the chapel at Bossey, gathering around themes related to the season of Lent.

On Tuesday, 23 February, the executive committee joined the Bossey community in their morning prayer. Dr Amélé Ekue shared a message on John 13:1-13, in which Jesus washed the feet of his disciples. She elaborated on the Lenten motif of "coming closer" – renouncing the distance and transcending the borders between the self and the other. She noted that Jesus' act in this passage was risky and costly, a physical gesture which inverted the ordinary power relations between teacher and pupil. It serves as a vivid illustration of God's incarnation in bringing himself close to us, and Jesus' crucifixion in bringing us close to God.

On Wednesday, 24 February, morning prayer centred on the theme of fasting, with Metropolitan Dr Nifon of Targoviste sharing a message drawn from Luke 4:1-13. He emphasized that, just as Lent is a time for preparing both body and soul for the great feast of the resurrection, so fasting is a time of joy in obedience, through purification and thanksgiving. The deep significance of fasting is its affirmation of the true nature of humanity as life in communion with God.

On Thursday, 25 February, Bishop Ivan Abrahams offered a reflection on the passage from Luke 12:16-21, connecting it with Lent through the question "what must I do?" which resonates throughout Jesus' parables. In this particular parable, the prosperous person comes face to face with God's *"no"* to the power structures of this world.

On Friday, 26 February, Rev. Carmen Lansdowne shared a meditation on Matthew 10:5-14, in which Jesus sends out his twelve with instructions on how they are to behave in mission. In the Eugene Peterson paraphrase, verse 10 reads "You don't need a lot of equipment. You *are* the equipment." Ms. Lansdowne movingly read a poem entitled "On the Pulse of the Morning" by Maya Angelou.

2 Installation of the General Secretary

On the evening of 23 February 2010, the executive committee participated in a service of installation of Rev. Dr Olav Fykse Tveit as general secretary of the World Council of Churches, held at the Ecumenical Centre in Geneva. Rev. Dr Walter Altmann presided over a service in which executive committee members from each region offered words of blessing for the ministry of the new general secretary.

Dr Tveit preached a sermon entitled "The Ecumenical Movement of the Cross," drawn from 1 Corinthians 2:1-5. He stated:

> The cross is more than a sign of our religious identity. It is the "reality check" of our churches, of our ministry, of our ecumenical movement, of our faith, of your faith, of my faith. *Crux probat omnia*, says Luther. The deep and double meaning of this sentence is: the cross *proves* everything. The cross gives evidence to everything of what we might say about Jesus Christ. The cross *proofs* everything; the cross tests everything in our will to follow Jesus Christ.

The service was followed by greetings from representatives of the churches in Norway and Switzerland, from the Holy See and from the government of Norway. Members of the executive committee then participated in a public reception at the Ecumenical Centre and a celebratory dinner at Bossey.

3 OPENING ACTIONS

3.1 Call to order

The executive committee met in decision session. Rev. Dr Walter Altmann, moderator of the World Council of Churches, called the executive committee to order at 9:10 a.m. on 23 February 2010 and welcomed the committee members and staff present. He offered a special welcome to Rev. Dr Olav Fykse Tveit on this his first meeting of the executive committee in his capacity as general secretary.

3.2 Roll call and seating of substitutes

Rev. Dr Olav Fykse Tveit, general secretary of the World Council of Churches, warmly greeted the committee and called the roll of members present (see Appendix I).

Apologies were received from six members. Archpriest Mikhail Gundyaev was seated as a substitute for Metr. Dr Hilarion Alfeyev.

The moderator declared the meeting to be properly seated with a quorum in attendance.

3.3 Adoption of agenda

The agenda was presented by the general secretary and adopted by consensus.

3.4 Minutes of the previous meeting

The minutes of the 24-25 August 2009 meeting of the executive committee were presented by the general secretary and approved by consensus.

3.5 Sharing of news from executive committee members

The moderator invited sharing from those present of joys, challenges and sorrows from the ecumenical community since the last meeting of the executive committee.

3.6 Membership of sub-committees

Rev. Dr Olav Fykse Tveit reviewed the membership of the sub-committees (see Appendix II), which were confirmed by the executive committee.

4 GENERAL SECRETARY'S REPORT

4.1 Report of the general secretary

Rev. Dr Walter Altmann moderated a hearing session and invited Rev. Dr Olav Fykse Tveit to make his first report to the executive committee in the capacity of general secretary.

Dr Tveit began by remarking that his transition into the office of general secretary has gone very smoothly, thanks to the good contributions of many people, including the

outgoing general secretary, the moderator and vice-moderators, the staff, and many member churches and central committee members. He noted that he has made it a priority to build relationships with the staff during his first weeks in office and to invite them to help educate him as he takes up his duties.

The general secretary then spoke about the process of "refocusing" which is currently underway, and drew attention to the dynamic between "results" and "relationships" in the programmatic work of the council. He has invited the staff to reflect on basic questions such as: what is the content of our work? how do we do it? why do we do it? who are we who do it? for whom? where? What is the unique added value of the World Council of Churches that the churches need in addition to the other instruments at their disposal? Dr Tveit stated that, at this early date, he is not prepared to declare what the refocused priorities will be, and looks forward to engaging in the process of reflection for the next period.

Dr Tveit made note of several programmatic activities which have so far engaged him, including the Kairos Palestine document, the Copenhagen climate change conference, the earthquake in Haiti, interaction with the World Economic Forum in Davos, and plans for the International Ecumenical Peace Convocation (IEPC). He commented that he would like to engage more intensively in the interplay between advocacy for religious freedom/human rights and interreligious dialogue, to make sure these two aspects of programme are working in harmony. He ended his report by noting that only 49% of the member churches paid any membership fee in 2009. He hopes to engage all programme units in improving this figure by making sure all programmes are so relevant for the member churches and they are so involved, that they feel they must pay something, however small. All that the council does must be relevant, well-communicated, and participatory in nature.

4.2 Discussion of the general secretary's report

In discussion, members of the executive committee shared the following comments and questions:

- appreciation was expressed for the general secretary's words on interreligious dialogue in the context of advocacy for religious freedom, especially in light of current interreligious conflicts in Nigeria, Egypt and many other places, and the rise of various fundamentalisms;
- the format and content of the general secretary's report was appreciated by many, who encouraged him to continue his reflective process, and to take serious account of the membership contribution situation;
- the question was raised as to how the council will respond meaningfully to the Kairos Palestine document, and advise the churches on their response;
- concern was expressed for the situation of Christians in the Middle East;
- the suggestion was made that the general secretary reflect on the concept of social capital, and see if perhaps the council could be understood to be both creating and spending "ecumenical social capital";

- appreciation was expressed for the general secretary's reflections on the dynamic of relationships and results; and
- the importance of the IEPC was reiterated.

In response, the general secretary appreciated the comments and questions and offered further elaboration on a few of the points raised by executive committee members. The executive committee received the report of the general secretary with appreciation.

4.3 Action on the report of the general secretary

Upon recommendation of the programme sub-committee, the executive committee approved by consensus to affirm the direction of the refocusing process and to invite the general secretary to report further steps to the executive committee in September 2010.

5 GOVERNANCE MATTERS

5.1 Progress report from the governance group

H.E. Metropolitan Prof. Dr Gennadios of Sassima moderated a hearing session and invited Ms Birgitta Rantakari (co-moderator) and Dr David Goodbourn (rapporteur) to present a progress report on the work of the governance group since the last meeting of the central committee (see appendix III).

The group has met once and engaged in intensive email and telephone consultation since September, during which they have carried out the tasks given them by the central committee. Their reflection has deepened in these months, and their current report adds considerable substance and nuance in elaborating the roles of the World Council of Churches and the functions of governing bodies within the council. They have also prepared carefully for the work of the proposed governance review continuation group.

As requested by the central committee, the governance group has offered advice on the use of the terms "ex officio" and "officers", and on the relationship between the general secretary and central committee.

Rev. Dr Olav Fykse Tveit then presented the lists of names proposed to constitute the governance review continuation group, the audit committee, and the personnel committee.

Mr Alan Bittiner, moderator of the audit committee, presented the proposed revised mandate for the audit committee, as developed by the governance group and the existing audit committee.

The executive committee appreciated the work of the governance group, offered comments for additional reflection, and referred the report and proposed names to the staffing and nominations sub-committee for further consideration.

5.2 Report of the staffing and nominations sub-committee on governance matters

Rev. Dr Margaretha M. Hendriks-Ririmasse moderated a decision session and invited H.E. Metropolitan Prof. Dr Gennadios of Sassima to present the report and recommendations of the staffing and nominations sub-committee regarding governance matters.

5.2.1 Governance review continuation group – mandate and composition

Upon recommendation of the staffing and nominations sub-committee, the executive committee approved by consensus the mandate for the governance review continuation group (see Appendix IV).

Upon recommendation of the staffing and nominations sub-committee, the executive committee approved by consensus the following composition for the governance review continuation group, and appointed Ms Birgitta Rantakari as the group's moderator:

Ms Birgitta Rantakari, Elder, Europe, f
Rev. Dr Cliff Kirkpatrick, Elder, North America, m
Fr George Tsetsis, Elder, Europe, m
Dr David Goodbourn, CC member, Europe, m
Ms Anne Glynn Mackoul, CC member, North America, f
Bishop Taranath Sagar, CC member, Asia, m
Justice Sophie Adinyira, CC member, Africa, f
Rev. Gao Ying, CC member, Asia, f
Archbishop Joris Vercammen, CC member, Europe, m
Ms Paula Devejian, CC member, Europe, f
Ms Leni Bjorklund, Resource person from partner organizations (Church of Sweden), Europe, F
Mr Jack van Ham, Resource person from partner organizations (ICCO), Europe, m
Bishop Julio Murray, Resource person from partner organizations (CLAI), Latin America, m
Dr Victoria Kisyombe, Resource person from partner organizations (ELCT), Africa, f

The executive committee requested the WCC officers to receive the name and appoint the resource person from a youth organization (from the Middle East) at their meeting in June 2010.

With regard to the role of the general secretary in governance, while strongly affirming the leadership role of the general secretary and his accountability to the central committee, the executive committee requested the governance review continuation group to further work on the draft document and report to the executive committee in September 2010.

5.2.2 Audit committee – mandate and composition

Upon recommendation of the staffing and nominations sub-committee, the executive committee approved by consensus the mandate and composition of the audit committee. The mandate is found in Appendix V. The composition of the audit committee is as follows:

Mr Alan Bittiner (moderator)
Mr Myles Stott
Rev. Carmen Lansdowne, United Church of Canada (EC member)
H.E. Metropolitan Prof. Dr Nifon of Targoviste, Romanian Orthodox Church (EC member)

The executive committee noted that this action automatically removes Rev. Carmen Lansdowne from the finance committee of the central committee and the finance sub-

committee of the executive committee, and asked that these committees' compositions be reviewed prior to the next meeting of the executive committee.

5.2.3 Personnel committee – composition

Upon recommendation of the staffing and nominations sub-committee, the executive committee approved by consensus the following composition for the personnel committee, and appointed Rev. Dr Larry Pickens as the committee's moderator:

Dr Agnes Abuom, Anglican Church of Kenya (EC member)
Rev. Dr Martin Hirzel, Schweizerischer Evangelischer Kirchenbund (Ecumenical Officer, CC member)
Mag. Emanuela Larentzakis, Ecumenical Patriarchate (CC member)
Rev. Dr Larry Pickens, United Methodist Church (EC member)
Ms Iyabo Oyekola, Church of the Lord (Aladura) Worldwide (EC member)
Ms Birgitta Rantakari, Evangelical Lutheran Church of Finland (advisor)

6 FINANCES

6.1 First presentation of financial matters

Rev. Dr Margaretha M. Hendriks-Ririmasse moderated a hearing session and invited staff to introduce the first set of materials in the finance area.

Ms Elaine Dykes noted that the 2009 results are still in a preliminary form, but that it appears that the rigorous efforts of staff to control expenditure and revise budgets midyear yielded an acceptable outcome. She noted, however, that for the first time, less than half of the member churches paid anything in membership contributions in 2009.

Mr Mark Johnson presented the draft budget for 2010. He noted that a recent change in the Swiss VAT law will favourably affect the council's operating costs. The framework budget scenarios for 2011-2013 project a continued decrease in membership contributions.

Rev. Dr Hielke Wolters presented a progress report on income monitoring and development, and indicated that the reflections of the executive committee during this meeting will be instrumental in the formation of an income development strategy for 2011-2013.

The executive committee appreciated these reports and shared comments and questions, particularly in regards to the situation with membership contributions, and then referred these matters to the finance sub-committee for further consideration.

6.2 Report of the finance sub-committee

H.E. Metropolitan Prof. Dr Gennadios of Sassima moderated a decision session and invited Dean Anders Gadegaard to present the report of the finance sub-committee.

6.2.1 Preliminary financial results 2009

Finance sub-committee's narrative

Draft financial results were reviewed, presenting total income of CHF 36.2 million and CHF 36.6 million in expenditure and transfers, and therefore a net reduction in funds of CHF 0.4 million. The draft presented a reduction in restricted funds of CHF 0.6 million, and an increase to unrestricted and designated funds of CHF 178,000, exceeding the budgeted increase by CHF 100,000.

Membership income of CHF 5.6 million had been distributed in full to cover programme costs. The increase to unrestricted and designated funds thus consisted of net realised foreign exchange gains and a credit returned to the unrestricted funds following a decrease in the provision for untaken vacation days.

Stewardship issues which had been addressed in 2009 included the closure of certain risk issues arising from services to related organizations. It had been determined by both the Board of Ecumenical News International (ENI) and WCC that ENI should be considered as independent from WCC, and plans have been made to implement the necessary steps. On this basis, it had been determined that ENI would not be consolidated in the financial statements of WCC in 2009.

2009 was the final year of consolidation of the financial results of the US Conference for the World Council of Churches under WCC's accounting policies. The US Conference for the World Council of Churches remains as an independent legal entity in 2010. The World Council of Churches Eastern Europe Office, Poland, was also consolidated for the last time in 2009. As reported to the Officers in December, the Eastern Europe Office is now to be closed, with transfer of assets and liabilities to the new independent organization, the East Foundation.

The executive committee had approved the Anti-Fraud and Corruption Policy in August 2009. A Swiss lawyer recently consulted by WCC has recommended that principle (iv), which states "Staff members are required to report any concerns they may have concerning suspected fraud to their manager…." be amended to state "Staff members are requested to report any concerns…".

The increase to the unrestricted funds exceeds target by CHF 100,000 in the preliminary financial report. CHF 100,000 had been credited to the assembly fund in 2009 compared with the originally budgeted amount of CHF 150,000. Following the necessary budget revisions which highlighted the scarcity of unrestricted income, no credit had been made to the IEPC reserve, although the original budget had planned a credit of CHF 250,000. The sub-committee discussed whether to recommend distribution of any increase in unrestricted and designated funds in excess of the budget target of CHF 78,000 to either the assembly fund or the IEPC reserve.

Executive committee's decisions

Upon recommendation of the finance sub-committee, the executive committee approved by consensus to:

- delegate to the officers of the finance committee the authority to approve the financial statements 2009 and authorize them for issue, following consultation with the audit committee;
- require that if the finalized financial results 2009 indicate an increase to unrestricted and designated funds in excess of the target CHF 78,000, the excess be credited to the IEPC Reserve in 2009's records up to a maximum of CHF 100,000;
- take note, in accordance with the Policy for Offices Outside Switzerland, of the decision to close the WCC Eastern Europe Office; and
- amend principle (iv) of the Anti-Fraud and Corruption Policy, to replace the word "required" with the word "requested", so that the principle states:

  "Staff members are requested to report any concerns they may have regarding suspected fraud to their manager, to leadership or to the audit committee in accordance with the procedure to be provided by WCC leadership. Staff members will be assured that any such reports can be made in safety and confidence."

6.2.2 Budget 2010

Finance sub-committee's narrative

Following the provisional approval given by the officers at their meeting in December 2009 the sub-committee reviewed the updated draft budget for 2010 showing total income of CHF 33.75 million and total expenditure of CHF 33.9 million. The proposed draft includes an increase to unrestricted funds of CHF 0.7 million in accordance with target and credits from unrestricted income of CHF 150,000 to the assembly fund and CHF 100,000 to the IEPC reserve.

The sub-committee discussed the fact that the Bossey general scholarships fund requires to hold a closing balance of CHF 450,000 to ensure continuity of funding for students in the following year. The draft budget 2010 includes a closing balance of CHF 350,000 after applying a contribution of CHF 165,000 from unrestricted income. It was the opinion of the sub-committee that there is an increasing demand for theological education, and that there is opportunity to ensure the related adequate funding through ecumenical networks.

Since December 2009 the following significant changes were incorporated into the draft budget for 2010:

- programme fund balances brought forward are CHF 0.8 million higher than anticipated;
- reduction in the budgeted CHF:EUR exchange rate to an average of 1.47 from 1.5 with an estimated unfavourable impact of CHF 0.2 million;
- reductions in unrestricted and restricted contributions of CHF 0.2 million as announced by partners; and
- reduction in budgeted operating costs of CHF 0.15 million taking account of anticipated savings from a change in the Swiss VAT law.

Executive committee's decisions

Upon recommendation of the finance sub-committee, the executive committee approved by consensus to:

- approve the budget 2010; and
- require that staff develop a network of partners active in the field of funding theological education, to build up opportunities for funding students at the Ecumenical Institute and provide a report on progress in this matter at the executive committee meeting in September 2010.

The approved 2010 budget now reads as follows:

In CHF millions	**Preliminary results 2009**	**Budget 2010 approved**
Funds & Reserves brought forward	**39.83**	**39.46**
Income		
Membership & other unrestricted contributions	5.87	5.44
Programme contributions	23.17	22.16
Other Income	7.12	6.18
Total Income	**36.16**	**33.78**
Expenditure		
Programme & other costs & transfers	18.08	17.11
Salaries	18.45	16.84
Total Expenditure	**36.53**	**33.95**
Net Income / Expenditure	**(0.37)**	**(0.17)**
Increase/(dec) Restricted Funds	(0.55)	(0.87)
Increase /(dec) Unrestricted & Designated Funds	0.18	0.70
Funds & Reserves carried forward	**39.46**	**39.29**

6.2.3 International Ecumenical Peace Convocation

See minute 11.3

6.2.4 Framework budget 2011

Finance sub-committee's narrative

The sub-committee heard a report on the principal assumptions underlying the framework budget for the years 2011 to 2013. The financial model showed that a decrease in

programme contributions of 7% from 2010 to 2011 would result in the need to reduce programme costs by CHF 2.3 million from CHF 33.9 million to CHF 31.6 million. The model also assumed that fundraising for IEPC and the 10th Assembly would be conducted in addition to fundraising for on-going programme work.

An analysis of the WCC direct costs of CHF 17.11 million in budget 2010 showed that CHF 13.1 million (77%) concern fixed operating costs, direct costs supported by restricted funding, costs of recurring and long-standing commitments and the direct costs of two hosted organisations. In addition it was noted that in 2011 a central committee meeting would be held.

In 2011 WCC programmes would plan to commit financial resources to activities related to the IEPC including the funding of participants. This prioritisation would take place at a time of reduced overall budgets.

The sub-committee recognised that there are strong indicators that WCC will be facing a critical moment in its programme and financial planning for 2011 to 2013. Efforts will require to be made to identify member churches and ecumenical partners who can assume responsibility for areas of work which might fall outside those areas of focus specific to WCC in the future.

Executive committee's decisions

Upon recommendation of the finance sub-committee, the executive committee approved by consensus to:

- require that in the context of the current re-focusing effort, financial estimates be prepared quantifying the impact of potential actions; and
- require that a meeting be scheduled prior to the Round Table 2010 with the participation of the general secretary, the core group of the programme committee, representatives of the finance committee and representatives from the specialised ministries to review the above schedules and the conclusions of the re-focusing work.

6.2.5 Progress report on income monitoring and development

Finance sub-committee's narrative

The sub-committee discussed the progress report on income development as presented in the executive committee.

The main challenges in the income development strategy include the declining level of membership income. One staff member has now been assigned to work full time on the objective of improving both the number of member churches paying membership contributions and the total value of the contributions. In 2009 only about 50% of members settled their contributions.

To encourage members to participate financially in the life of the fellowship there is a need to convince churches of the relevance of their membership in WCC and to involve them actively in its work. The Planning, Monitoring, Evaluation and Reporting (PMER) process is being enhanced to require that the list of member churches involved in each project is highlighted, with the objective of identifying member churches not actively involved and addressing that issue. Further, programme staff will be encouraged to

participate actively in fundraising efforts and to report on such contacts through the PMER process.

In response to the question of an executive committee member it was reported that 28 churches with representatives on central committee had not made any contribution for 2009, as listed here. Of these, five also have representatives on executive committee.

Churches represented in central committee and executive committee which have not paid membership contributions for 2009 (28 churches in total)

Africa Inland Church - Sudan
*Anglican Church of Kenya
Christian Church of Sumba (GKS)
*Church of Pakistan
Church of South India
Church of the Province of West Africa
*Coptic Orthodox Church
Eglise du Christ au Congo - Communauté presbytérienne de Kinshasa
Eglise presbytérienne au Rwanda
Eglise protestante méthodiste du Bénin
Ekalesia Kelisiano Tuvalu E.
Evangelical Lutheran Church of Latvia
Gereja Kristen Protestan Simalungun (GKPS)
*Gereja Protestan Maluku (GPM)
Greek Orthodox Patriarchate of Alexandria and All Africa
Iglesia Espanola Reformada Episcopal
Iglesia Evangélica Metodista en Bolivia
Igreja Metodista no Brasil
Methodist Church Ghana
Methodist Church in Malaysia
Orthodox Church in America
Orthodox Church in the Czech Lands and Slovakia
Presbyterian Church in Cameroon
Presbyterian Church of Nigeria
*Progressive National Baptist Convention, Inc.
Reformed Church of Christ in Nigeria
United Congregational Church of Southern Africa
United Evangelical Lutheran Church in India

* represented in executive committee

The current strategy of direct visits and relationships with the specialised ministries will be continued as it is considered to be successful.

The fundraising strategy for donations from congregations and individuals has been neglected. This is being addressed through a plan to encourage on-line giving, and through focused initiatives in Asia where opportunities have been identified by the team member recently seconded from the Methodist Church in Korea.

Fund-raising from foundations has not yet been successful as WCC's documented project plans and reports do not meet the standards required. Improved documentation is being developed for IEPC fundraising which will serve as a useful test-case.

Plans have been made for the Income Monitoring and Development (IMD) staff to work with the staff of the Ecumenical Institute to develop fundraising for its activities and the project to extend its accommodation and conference facilities.

It was noted that although medium-term targets for 2012 and 2013 were mentioned in the report, milestones towards their achievement were not disclosed.

The moderator of the sub-committee expressed his thanks for the dedicated work of the IMD team in pursuing its task in these challenging years and wished to record his encouragement for their continued efforts in this vital aspect of the work.

Executive committee's decisions

Upon recommendation of the finance sub-committee, the executive committee approved by consensus to:

- require that a strategy for the development of membership contributions be further developed based on an approach of concrete networking calling on both the active participation of central committee members and programme staff;
- require that a report be presented at the next executive committee confirming that the policy of non-reimbursement of travel expenses to governing body members whose churches have not paid membership contributions has been properly implemented; and
- require that the income strategy document be updated to include intermediate milestones in addition to the medium-term targets.

6.2.6 Bossey conference centre

Finance sub-committee's narrative

The sub-committee received the proposal and business plan for the development of the Bossey conference centre. The new proposal consists of the transformation of the existing barn into 21 guest rooms and the construction of a separate conference hall adjacent to the library. The estimated cost of the development is CHF 6.3 million, taking into account reductions related to changes in Swiss VAT law, and an anticipated revision of the building materials required for certain aspects of the project.

The business plan presents a net surplus of CHF 155,000 in a normal running year based on the assumption of 50% occupancy. The occupancy rate estimate is based on past experience at Bossey, and on local market indicators. The business model is sensitive to relatively small variances in the occupancy rate. At 45% occupancy, the model indicates break-even point; at 40%, a deficit of CHF 139,000 would be sustained. On the other hand, there would be opportunity to increase the net surplus at rates over 50%.

Fund-raising efforts had been postponed pending the decision concerning the project, however the sub-committee re-iterated its expectation that CHF 1 million be raised as a

contribution to the building costs. The Friends of Bossey had expressed interest in funding the ecological technology included in the building project.

It was planned that following approval, construction works on the former barn could commence in July 2010 for completion by June 2011. A permit would require to be obtained for the planned conference hall building, with construction work then to commence in early 2011 for completion at the end of that year.

Further investigation is to be made into the proposed decision to set aside the "minergie" label by the selection of less costly building materials offering the same ecological and energy-saving advantages.

Executive committee's decisions

Upon recommendation of the finance sub-committee, the executive committee approved by consensus to:

- approve the Bossey conference centre project as presented;
- require that a policy be documented defining the mechanisms for decision-making concerning the business management of the Ecumenical Institute and its conference facilities; and that a plan be prepared defining the reporting lines for the staff responsible for the management of the conference facilities and financial results, both of these documents to be presented at the next executive committee meeting; and
- require that a policy be presented to the next executive committee, requiring that meetings planned in the course of WCC programme work take place at Bossey rather than at local hotels.

6.2.7 Capital expenditure and financing

Finance sub-committee's narrative

The sub-committee reviewed the report of capital expenditure for 2009, which totalled CHF 4.6 million compared to the authorized limit of CHF 5 million. CHF 2.3 million had been spent on the fire security renovation at the Ecumenical Centre, CHF 1.3 million on the renovation of the Visser't Hooft Hall and CHF 0.7 million on architect's fees and renovation of the façades of the Petit-Bossey building.

The capital expenditure plans for 2010 to 2013 were reviewed. The plan for 2010 totalled CHF 3.1 million, including CHF 2.4 million for the Bossey conference facilities. The final costs for the fire security project were estimated in the 2010 plan at CHF 168,000, which would result in closing that project at CHF 6.5 million, just under the original budget of CHF 6.6 million.

The financing plan for capital expenditure was reviewed, including the projections for general reserves, closing in the preliminary financial results 2009 at CHF 7 million, or CHF 2.2 million under the target set by central committee. In 2010, the approved budget includes CHF 1.9 million of depreciation and an increase to unrestricted funds of CHF 0.7 million which would result in a positive cash flow, and the release of fixed asset reserves in favour of general reserves. In addition, capital expenditure for the conference facilities is planned to be funded by borrowing, including financing for CHF 0.7 million of costs related to the Bossey project covered by WCC from its own funds in 2009. Considered

together with other elements set out in the schedule reviewed, general reserves are projected to reach CHF 8.8 million at the end of 2010 compared to the target set by central committee of CHF 8.4 million.

The sub-committee discussed whether it should be planned to retain general reserves in excess of the required target for 2010.

Executive committee's decisions

Upon recommendation of the finance sub-committee, the executive committee approved by consensus to:

- approve the capital expenditure limit of CHF 3.1 million for 2010, including CHF 2.4 million for the Bossey conference facilities;
- authorize the issuance of a mortgage loan for CHF 0.7 million to cover capital expenditure costs already incurred at the Ecumenical Institute for the project;
- authorize the issuance of a construction loan to a limit of CHF 5.6 million (CHF 6.3 million less CHF 0.7 million financed as noted in the above point to be drawn during 2010 to 2011 for the Bossey conference facilities; and
- require that the anticipated level of CHF 8.8 million for general reserves be retained, although exceeding the approved target, in order that a reserve be held to meet unexpected developments.

6.2.8 Investment review

Finance sub-committee's narrative

The sub-committee received the report on investment and foreign currency gains for 2009, recording 11.8% return on the endowment fund of CHF 5.9 million. CHF 9.3 million continues to be held in CHF deposits and short-term bonds, in accordance with the investment guidelines.

Total investment and foreign currency gains total CHF 960,000, including estimates from Ecumenical Trust of almost CHF 0.3 million.

6.2.9 Report of the moderator of the pension fund board

Finance sub-committee's narrative

The moderator of the finance sub-committee welcomed the moderator of the WCC pension fund board, who reported on developments in the financial situation of the fund.

The pension fund investment returns for 2009 were 12.58%, following losses of 18.1% in 2008. This investment return represented a record for the decade. The pension fund deficit had been CHF 20.5 million at the end of 2008. Financial results for 2009 had not yet been finalized, however it was estimated that the shortfall in coverage would be reduced by about a third.

The status on points of action identified in September 2009 was reviewed. The pension fund board had not yet pursued the recommendation of the actuary to request an extraordinary contribution from the employer to re-finance the pension fund. This issue will be addressed once the financial results for 2009 are finalized. The board has

requested information on staffing plans from WCC and other affiliated employers, this information being essential for financial planning.

The moderator of the finance sub-committee thanked the moderator of the pension fund board for the report, and for the continued commitment of the board members.

Executive committee's decisions

Upon recommendation of the finance sub-committee, the executive committee approved by consensus to:

- request that the pension fund board proceed with its planned review of the potential impact of converting the scheme to a defined contributions plan;
- request that the pension fund board investigate the feasibility and cost of merging the fund with a large institutional scheme; and
- request that a status report on the financial situation of the pension fund and on the above issues be made at the next executive committee in September 2010.

6.2.10 Other items

Finance sub-committee's narrative

In response to a question from executive committee, the finance sub-committee reviewed a schedule listing the deposits and cash balances held by WCC at 31 December 2009 by bank, together with loan positions. This report is available on request to any member of the executive committee.

The sub-committee reviewed a schedule of issues raised in the prior meetings which had not been included on the agenda for this meeting. It was recommended that the following matters be included in the agenda of the next meeting:

- review of the cost-share model to be applied for rental of space in the Ecumenical Centre; and
- review of the detailed budget for the next central committee, including description of control mechanisms to ensure that limits will be respected, following disclosure that central committee 2009 recorded a net cost of CHF 686,000, exceeding budget by CHF 85,000.

7 PUBLIC ISSUES

7.1 First presentation of public issues

Rev. Dr Walter Altmann moderated a hearing session. Dr Mathews George presented the actions taken on public issues since the last meeting of the central committee. He noted that there have been positive responses from various sources to the actions of the council.

Dr George noted that the staff have taken seriously the urging of governing bodies to limit the number of public issues documents at any one meeting. He presented the following proposed issues for action at this meeting of the executive committee.

- Minute on the climate change negotiations

- Message of solidarity with Christians in Egypt

Dr George noted that it has been suggested that the council make a statement on the situation in Columbia, with specific points for the churches' advocacy. He stated that situation is being followed closely, and a statement will be prepared at the appropriate time.

Members of the executive committee offered preliminary comments on the public issues topics. Several members urged that this meeting make some statement on Columbia, in light of the important advocacy work on this topic being done by the World Council of Churches UN liaison office in New York, while also recognizing the complexity of the situation and the lack of consensus among the member churches and partners about the right approach for action.

Other topics suggested for action at this meeting include: the situation of Christians in Iraq, and the financial crisis in several European countries.

The executive committee referred all these matters to the public issues sub-committee for further consideration.

7.2 Report of the public issues sub-committee

Rev. Dr Walter Altmann moderated a decision session and invited Ms Margareta Grape to present the report and recommendations of the public issues sub-committee.

7.2.1 Minute on UNFCCC Conference of Parties - COP 15 in Copenhagen

The executive committee approved the following minute by consensus:

Minute on UNFCCC Conference of Parties - COP 15 in Copenhagen

1. The WCC is disappointed with the outcome of the United Nations Framework Convention on Climate Change (UNFCCC) Conference of Parties (COP 15) held in Copenhagen from 7 to 18 December 2009 as the Copenhagen Accord did not reach the expectations of the ecumenical movement and the larger civil society.
2. The COP-15 was seen as a significant opportunity to reach an agreement after the first commitment period of the Kyoto Protocol (KP) which will end in 2012. The Kyoto Protocol, the binding instrument that applies to the UNFCCC, had agreed on targets for this period. The meeting in Copenhagen was expected to reach an agreement on what would comprise the commitments of the industrialized countries and economies in transition that are considered as Annex I parties of the Kyoto Protocol, those who are compelled to reduce their emissions.
3. The mobilization of the ecumenical movement towards and in Copenhagen was aimed at supporting widespread initiatives in order to reach a fair, ambitious and binding treaty. This should have included the recognition of the historic responsibility for the CO2 emissions of industrialized countries, a measurable commitment to have a maximum of 350 ppm of CO^2 in the atmosphere, concrete ways of adaptation, mitigation, technology transfer and funding in a legally binding instrument which would have framed the second commitment period of the Kyoto Protocol.

4. A strong collaboration between the WCC and various ecumenical actors, with the support of the Evangelical Lutheran Church in Denmark, the National Council of Churches in Denmark and Dan Church Aid helped to facilitate coordination and ecumenical participation. The ecumenical "Countdown to Copenhagen" campaign collected more than half a million signatures. The bell-ringing and prayer campaign on 13 December 2009 mobilized more than two thousand congregations, parishes, chapels and various other groups in all regions. Church leaders present in Copenhagen clearly conveyed the message to the negotiators: "Do not be afraid to make the decisions that must be made for all of humanity and for the future of creation. Do not be afraid to act for justice and for love. Do not be afraid to make a fair, ambitious and legally-binding agreement. Do not be afraid: act now!" Despite this and many other calls, the Copenhagen Accord, negotiated primarily by five countries and then opened for signatures, did not meet the desired expectations. After the deadline for the communication of voluntary reductions, the accord is still contested by many.

5. The World Council of Churches deeply regrets that a lack of political will from major players in COP 15 prevented achievement of a deal which would effectively respond to the climate change challenge. The moral obligations of the states to adopt a clear position regarding adaptation, mitigation and technology transfer failed to prevail as individual state interests became prominent.

6. The World Council of Churches has been addressing climate change-related challenges since 1988 which has facilitated the recognition of various dimensions related to environmental, political, social, economic and cultural aspects of climate change as well as addressing the justice component. Those who suffer most due to the impact of climate change are impoverished and vulnerable communities who contribute only minimally to global warming. Climate justice requires the implementation of effective adaptation and mitigation measures as well as technology transfer in order to reduce the consequences of climate change. At the same time, climate change is considered within the broader perspective of caring for creation, which is grounded in the biblical call. The policy of the WCC on climate change has been expressed on several occasions and recently in the Statement on the tenth anniversary of the Kyoto Protocol (executive committee, September 2007), the Minute on Global Warming and Climate Change (central committee, February 2008) and the statement on ecological debt and eco-justice (central committee, September 2009).

In light of these considerations, the executive committee of the World Council of Churches, meeting in Geneva, Switzerland, 23-26 February 2010:

A. *Reiterates* the serious concerns expressed by the churches over climate change and its life-threatening effects, especially on the poor and vulnerable communities in many parts of the world, such as the low-lying islands of the Pacific or the Great Lakes and Horn of Africa region;

B. *Appreciates* the wide ecumenical participation in the process towards and in COP 15 in Copenhagen with ecumenical activities such as the ecumenical celebration, the

handing over of signatures, lobbying, side events and the statement presented at the high-level segment;

C. *Affirms* the basic thrust of the UNFCCC and the Kyoto Protocol to provide an instrument for a significant reduction of greenhouse gases in order to mitigate human-induced climate change;

D. *Calls* for renewed efforts with its member churches to call on their respective governments to ensure with urgency a fair, ambitious and binding agreement to be reached as a result of the COP 16 that will take place in Mexico in December 2010;

E. *Encourages* member churches, specialized ministries and other ecumenical partners to strengthen further their commitment and to foster their cooperation with regard to climate change, especially in the process towards and at COP 16 in Mexico;

F. *Urges* member churches and ecumenical councils to enhance inter-religious cooperation and constructive intervention, ensuring better stewardship of creation through their joint actions.

7.2.2 Minute on violence in Colombia

The executive committee approved the following minute by consensus:

Minute on violence in Colombia

1. Colombia is currently facing one of the world's most serious humanitarian crises. As a result of the civil conflict lasting over five decades, thousands of people have lost their lives; millions are being forcibly displaced, mostly indigenous people, Afro-Colombians and farmers, as they are forced to leave their communities due to the wide spread of violence. Human rights defenders, trade-unionists, church and community leaders who dare to raise their voices denouncing the violence committed by the armed groups often become victims of enforced disappearances and killings.

2. Unfortunately, the situation remains unchanged. Killings, enforced disappearances, flagrant violations of human rights and impunity continue to prevail in the county. The Universal Periodic Review of Colombia by the UN Human Rights Council, held in December 2008, noted the deteriorating situation. Each individual state has a primary responsibility to protect its population from genocide, war crimes, crimes against humanity and ethnic cleansing. The Colombian government should take action against threats of massive human rights violations and other large-scale acts of violence against civilians. It should show full respect for international humanitarian law and human rights while promoting dialogue and negotiations for the achievement of lasting peace.

3. The World Council of Churches has a long history of accompaniment of the Colombian people in their struggle for an end to the armed conflict and to widespread conditions of impunity. Over the last decades, several consultations were organized; public statements condemning the violence were issued, and solidarity visits have taken place. Colombia was one of the focus themes of the United Nations Advocacy Week (UNAW) organized by the WCC in November 2009. During the UNAW, Colombian church leaders and ecumenical partners delved deeply into the tragedies and injustices of the ongoing bloody conflict in Colombia and reflected on ways to

move forward to end the violence. A call was made by the participants to explore possible actions to accompany the churches and the people of Colombia in their struggle.

4. The World Council of Churches is of the opinion that the violent conflict in Colombia can be overcome only through dialogue and political negotiations. A statement on violence in Colombia, adopted by the WCC central committee (Geneva, 26 August-3 September 2002) affirmed that, "*for the Colombian Churches and other civil society organizations, the root of the conflict does not lie in the drug-trafficking or in the violence of the armed guerrilla movements (though these too are to be held to account), but in the long history of social injustice, the concentration of economic and political power in the hands of the few, competition for control of potentially rich oil fields and a social structure built on the pillars of exclusion, inequalities and impunity*".

The executive committee of the World Council of Churches, meeting in Geneva Switzerland 23-26 February 2010, therefore:

A. ***Reiterates*** its expressions of solidarity and prayers for the Colombian people, especially the families of those who were killed, disappeared or displaced;

B. ***Appreciates*** the courageous work for peace and witness of the Colombian churches;

C. ***Urges*** religious leaders in Colombia to continue their efforts in promoting a peaceful resolution of the conflict, the disarming of the paramilitary and the restoration of the rule of law;

D. ***Reminds*** member churches and related agencies to address the urgent situation in Colombia;

E. ***Expresses*** deep appreciation to all who have already made Colombian peace initiatives a priority;

F. ***Requests*** prayers and actions of concrete solidarity and exploration of possibilities for accompaniment programmes to support the churches and people in their peace work;

G. ***Encourages*** churches to advocate for the full respect of the human rights of Colombian citizens and to support actions aimed at putting an end to impunity, such as the preliminary investigation in Colombia that was launched by the International Criminal Court;

H. ***Requests*** the churches in the United States of America to press their government for an immediate cessation of "Plan Colombia", and for foreign assistance to Colombia to be redirected from military to humanitarian purposes and for a renewed emphasis on strengthening respect for human rights in the country;

I. ***Requests*** WCC staff to continue and strengthen its advocacy efforts to support peace and reconciliation in cooperation with the Colombian churches, Latin American Council of Churches (CLAI) and other ecumenical partners.

7.2.3 Message to the member churches in Egypt

The executive committee approved the following message by consensus:

Message from WCC Executive Committee to Member Churches in Egypt

We, the executive committee of the World Council of Churches (meeting from 23 to 26 February 2010 in Bossey, Switzerland), send you greetings in the precious name of our Saviour and Lord, Jesus Christ!

The general secretary of the World Council of Churches in his letter addressed to His Holiness Pope Shenouda III has expressed the WCC's deep concern over the vicious attack by a group of people on a Coptic Orthodox congregation in Nag Hammadi on January 7th, 2010. This crime injured several people in one of the ancient Christian sites in Egypt leaving six Christians and one Muslim dead.

During the meeting of the executive committee, we again heard about this tragic happening, and we take this opportunity as members of the executive committee to convey our deep concern.

We understand that the timing and cowardly nature of the attack were wholly indefensible, since the act was perpetrated at the conclusion of the celebration of a Coptic Christmas midnight mass. This attack against the churches and the killings of innocent people took on added political significance, as this incident occurred during an important religious celebration and its only purpose was to undermine the historical and natural ties between Christians and Muslims in Egypt.

We, the members of the executive committee of the WCC, convey the concern of the entire ecumenical family and affirm our unequivocal support to the churches in Egypt in these troubled times. We draw courage from knowledge that you in the churches of Egypt stand firm in sustaining your witness through the many trials and tribulations that continue to threaten. We count your perseverance in faith as a living example of true Christian witness, even to the point of martyrdom.

It is a matter of regret that in Egypt today Christians can easily fall victim to violence and hatred, and that their security is not fully guaranteed. Many Copts, in particular, are made to feel like aliens in their own country. This marginalization is further compounded by sectarian violence and hatred.

We are conscious of the great pain this has inflicted on the churches in Egypt. While we share with you the agony and anguish of the people, we express to the churches in Egypt our deep concern and solidarity with all your members in these troubled times. We believe that whatever happens to one community has a direct bearing on all communities. Notwithstanding the challenges before us, we know that we cannot despair. Rather, as Christians, we must find ways to be messengers of love and to convey the peace of God in Jesus Christ even amidst hostility and aggression.

We encourage the churches in Egypt to continue to counter negative trends with a pro-active engagement in dialogue and partnership for life and for Christian-Muslim coexistence.

We reaffirm our support to the various initiatives of the Egyptian churches aimed at advancing the common good of all people in Egypt regardless of their religious identities.

We pray with all members of the churches in Egypt for the strength and courage to withstand and overcome the immense challenges that confront Christians in Egypt in these difficult times.

7.2.4 Nigeria

Ms Margareta Grape reported that the public issues sub-committee recalled the discussions at the public issues committee of the 2009 central committee on the situation regarding the violation of human rights in the Niger Delta and Northern Nigeria. At this meeting, the public issues sub-committee discussed the ongoing conflict situations in different parts of Nigeria and emphasized the need for appropriate actions by the World Council of Churches. Upon recommendation by the public issues sub-committee, the executive committee approved by consensus to:

- send a pastoral solidarity team to Nigeria to meet with churches in Nigeria; and
- initiate a process of consultation with the All Africa Conference of Churches and the World Council of Churches member constituencies in Nigeria in order to address the deteriorating situations of violence and human rights violations in the country.

7.2.5 Christians in Iraq

Ms Margareta Grape reported that public issues sub-committee discussed in detail the current situation of Christians in Iraq, especially following the killings of 13 Christians in Mosul, which forced many Christian families to flee from their homes. Upon recommendation of the public issues sub-committee, the executive committee approved by consensus to direct the council to address the concerns of the Christians in Iraq and to take concrete steps to support and accompany them in their struggle for life and dignity.

The following plans of actions are suggested as immediate engagements:

The WCC general secretary shall request member churches and ecumenical councils in countries from where troops are or have been engaged in Iraq, to urge their respective governments to prevent the targeted attacks on minority communities, especially the Christians in Mosul and other parts of Iraq, and also to engage in an ecumenical advocacy that may address:

- to end violence, ethnic and religious cleansing against minority groups, particularly Christians in Mosul and other parts of Iraq;
- to take adequate measures to prevent the exodus of Christians from Mosul, in order to ensure full participation of minorities in the coming election;
- to extend necessary humanitarian aid assistance to the displaced families;
- to work for a sustainable solution which will preserve religious and ethnic diversities in Iraq;

- to organize the visit of a WCC delegation to Iraq as soon as possible after the elections; and
- to invite WCC member churches to observe a special day of prayer for Iraq and its Christian communities.

8 ASSEMBLY MATTERS

8.1 First presentation on assembly matters

Rev. Dr Walter Altmann moderated a hearing session. Dr Martin Robra presented information on the progress of assembly matters since the central committee. He noted that the staff have reflected on the experience of Porto Alegre assembly and have developed draft terms of reference for the local hosting churches and for the worship roles.

Ms Hae-Sun Jung asked for clarification on the process of negotiating and finalizing these terms of reference together with the Korean churches. She also asked for information on the strategy for accumulating sufficient funds for the assembly, and requested that terms of reference also be developed for the national coordinator role.

Dr Robra clarified that these documents are prepared at this stage as preliminary advice to the churches in Korea, and that final decisions will be taken at the next central committee on the advice of the Assembly Planning Committee.

The executive committee referred the assembly matters to the staffing and nominations sub-committee for further consideration.

8.2 Action on assembly matters

Rev. Dr Margaretha M. Hendriks-Ririmasse moderated a decision session and invited H.E. Metropolitan Prof. Dr Gennadios of Sassima to present the report and recommendations of the staffing and nominations sub-committee regarding assembly matters.

8.2.1 Assembly Planning Committee

Upon recommendation of the staffing and nominations sub-committee, the executive committee approved by consensus to:

- appoint H.E. Metropolitan Prof. Dr Gennadios of Sassima (Ecumenical Patriarchate) to serve as moderator and Ms Hae-Sun Jung (Korean Methodist Church) and Rev. Dr Paul Gardner (Moravian Church in Jamaica) as vice-moderators;
- take note of the invitations and responses for APC membership from other organizations:
  - Echos – Ms Diana Fernando dos Santos, moderator of Echos. ***Confirmed***
  - EDAN – Rev. Micheline Kamba Kasongo, member of the central committee. ***Confirmation pending***
  - Indigenous Peoples – Ms Hera Rere Clarke, member of the central committee. ***Confirmed***

- REO – The Christian Conference of Asia was invited to nominate one person to serve on the APC. ***No response***
- NCC – The South African Council of Churches nominate Prof Tinyiko Maluleke. ***Confirmed***
- IEO – The World Student Christian Federation was invited to nominate Ms Necata Montes Rocas. ***Confirmed***
- RCC – The Pontifical Council for Promoting Christian Unity nominated Rev. Fr. Gosbert Byamungu. ***Confirmed***
- Pentecostals – Rev. Dr Wonsuk Ma, Executive Director of the Oxford Centre for Mission Studies. ***Confirmed***
- Specialized ministries – The round table core group of specialized ministries working with the WCC was invited to nominate two persons to serve on the APC. Suggested to Omega Bula that they consult Kirsten Lund Larsen and Jorge Domingues; and that they consider naming Kirsten Lund Larsen and one North American male (balances built on this assumption, but woman is better for balances).
- CWC – The conference of secretaries of Christian world communions nominated Rev Dr Robert K. Welsh (Disciples and JCC co-chair) and Rev. Dr Rolfe Hille (WEA).
- National host committee – The National Council of Churches in Korea was invited to nominate the moderator of the national host committee.

8.2.2 Assembly Worship Planning Committee

Upon recommendation of the staffing and nominations sub-committee, the executive committee approved by consensus to:

- appoint the following as the assembly worship planning committee:

  Dr Michel Badia, Oriental Orthodox, Middle East, Egypt, m, lay
  Dr Tercio Junker, Methodist, Latin America, Brazil, m, lay
  Rev Canon Nangula Kathindi, Anglican, Africa, Namibia, f, ordained (CC)
  Dr Swee Hong Lim, Methodist, Asia, Malaysia, m, ordained
  Ms Alison Preston, Anglican, Asia, Australia, f, lay (CC, APC)
  Rev Dr Kari Veiteberg, Lutheran, Europe, Norway, f, ordained
  Dr Georgios Vlantis, Eastern Orthodox, Europe, Greece, m, lay, youth
  Ms Jooa Vuorinen, Eastern Orthodox, Europe, Finland, f, lay, youth
  Rev. Dr Loraine MacKenzie Shepherd, United, North America, Canada, f, ordained

- appoint Rev Canon Nangula Kathindi to serve as moderator of the assembly worship planning committee and Dr Swee Hong Lim as vice-moderator;
- instruct the general secretary to invite a member from the Pacific with a preference for a younger person; and
- request that the WCC officers receive and appoint the pending names at their meeting in June 2010:

- Assistant music director, Asia, South Korea (NCCK)
- Local worship coordinator, Asia, South Korea (NCCK)

9 NOMINATIONS

9.1 First presentation of nominations

Rev. Dr Walter Altmann moderated a hearing session. Rev. Dr Olav Fykse Tveit presented the various nominations to come before this meeting of the executive committee. Mr Georges Lemopoulos spoke to the situation with the commission on education and ecumenical formation.

The executive committee offered comments and referred the nominations to the staffing and nominations sub-committee for further consideration.

9.2 Report of the staffing and nominations sub-committee on nominations

Rev. Dr Margaretha M. Hendriks-Ririmasse moderated a decision session and invited H.E. Metropolitan Prof. Dr Gennadios of Sassima to present the report and recommendations of the staffing and nominations sub-committee regarding nominations. (Please note that action on those nominations pertaining to governance matters are given in section 5 of these minutes, and that assembly-related nominations are given in section 8 of these minutes).

9.2.1 Central committee

Following the retirement of Rev. John Thomas (United Church of Christ, USA) from his church position and resignation central committee member, the executive committee approved by consensus to:

- forward the nomination of Rev. Dr Geoffrey Black to the central committee meeting in February 2011 for decision; and
- instruct the general secretary to invite Dr. Black to that meeting pending confirmation.

9.2.2 Commission of the churches on international affairs

Following the replacement of Dr Major Lewis Jemison by his church, Progressive National Baptist Convention, the executive committee approved by consensus appointing Rev. Dr T. DeWitt Smith, Jr. to the commission of the churches on international affairs (CCIA).

9.2.3 Commission on education and ecumenical formation

Upon recommendation of the staffing and nominations sub-committee, the executive committee approved by consensus to:

- suspend the 2010 meeting of the commission on education and ecumenical formation until a decision about the commission is taken at the central committee (February 2011);

- receive the information from the WCC officers (December 2009) that an ad hoc group for ETE grant decisions in 2010 was formed with the following membership:
  Prof. Isabel Apawo Phiri, current EEF Commission moderator, Uniting Presbyterian Church in Southern Africa
  Dr Tharcisse Gatwa, former ETE consultant for Africa
  Ms Hope Antone, Christian Conference of Asia
  Dr Henry H. Wilson, FTESEA/Foundation of Theological Schools in South East Asia, consultant to the EEF commission
  Ms Verena Grueter, EMW, consultant to the EEF commission
  Very Rev. Prof. Dr Viorel Ionita, Romanian Orthodox Church, CEC Director of the Churches in Dialogue Commission and Acting CEC General Secretary
  Rev. Dr Carlos Ham, WCC programme executive for regional relations (Latin America and Caribbean)

- authorize the creation of an ETE accompaniment group and appoint its membership following the request of the round table in Hamburg (21-23 October 2009)

  Representatives from different regions:
  CCA, Ms Hope Antone
  AACC, Rev. Dr André Karamaga, General Secretary
  ATIME/Association of Theological Institutions in the Middle East, Dr Magdi Ghendi
  ATS/Association of Theological Schools in North America, Dr David Esterline
  CEC, Very Rev. Prof. Dr Viorel Ionita, Acting General Secretary

  Representatives from EEF Commission:
  Prof. Dr Isabel Phiri, Moderator
  Ms Verena Grueter, EMW, Consultant
  Dr Henri Wilson, FTSEA, Consultant
  Ms Kerstin Pihl, Church of Sweden, Consultant

  Representative of the World Conference of Associations of Theological Institutions (WOCATI)
  Prof. Dr Nestor Miguez

  Observers/Resource Persons from Other Networks
  WEF/World Evangelical Fellowship
  ICETE/International Council for Evangelical Theological Education
  Pentecostals

- create a Bossey accompaniment group and appoint its membership.
  Prof. Dr S. Wesley Ariarajah, consultant to EEF Commission
  Ms Diana Fernandes dos Santos, Methodist Church in Brazil (moderator, Echos Commission), from EEF Commission
  Dean Anders Gadegaard, WCC executive committee
  Dr David Goodbourn, Baptist Union of Great Britain (CC member, programme committee), from EEF Commission
  Rev. Dr Cyril Hovorun, Russian Orthodox Church, from EEF Commission

Bishop Dr Ioannis of Thermopylae, Church of Greece (EEF vice-moderator, CC member), from EEF Commission
Rev. Serop Megerditchian, Union of the Armenian Evangelical Churches in the Near East, from EEF Commission
Rev. Dr Robert Welsh, Christian Church (Disciples of Christ) in the United States of America, from EEF Commission
Representative from Geneva University
Deputy General Secretary

Consultants (with no costs for travel involved)
Pontifical Council for the Promotion of Christian Unity (Rev. Prof. Dr Gosbert Byamungu, former EEF Commission)
CWM/UEM/CWM/CEVAA (Communauté d'Eglises en Mission) representative
United Methodist Church, USA – name to be requested
FTSSEA (Dr Henry Wilson)
Church of Sweden – name to be requested
EKD, Germany – name to be requested
Swiss Interchurch Aid (HEKS/EPER), Switzerland – name to be requested

Ecumenical Institute
Director
Dean
Students' representative
Faculty members (as needed)

10 PROGRAMME

10.1 First presentation of programme matters

Rev. Dr Margaretha M. Hendriks-Ririmasse moderated a hearing session. Dr Hielke Wolters presented highlights of programmatic activity since the central committee. Mr Jacques Matthey then shared an update on the preparations for the Edinburgh 2010 mission conference. Rev. Canon John Gibaut gave a report on the plenary commission meeting of faith and order, held in Crete in October 2009, focusing on the visibility of the event through the excellent work of the council's communications team. Dr Hielke Wolters then presented the staff document on programmatic refocusing and restructuring, a process which is currently underway under the leadership of the new general secretary.

The executive committee offered substantive comments and referred the programme-related matters to the programme sub-committee for further consideration.

10.2 Report of the programme sub-committee

H.E. Metropolitan Prof. Dr Gennadios of Sassima moderated a decision session and invited Ms Lois McCullough Dauway to present the report and recommendations of the programme sub-committee.

10.2.1 Refocusing and restructuring

Upon recommendation of the programme sub-committee, the executive committee approved by consensus to:

- affirm the direction of the process of refocusing and restructuring;
- welcome refocusing on relationships and elaborate further of the methodology of engaging member churches, specialized ministries and ecumenical partners; and
- affirm the need for further prioritizing in a strategic way which responds not only to the changing landscape and the reality of reduced financial resources and the questions of "what", "why", "how" and "with whom".

10.2.2 Programme work

Upon recommendation of the programme sub-committee, the executive committee approved by consensus the following actions in relation to specific programmatic areas:

Regarding WCC and the ecumenical movement in the 21st century (P1):

- to explore ways to strengthen relations between the WCC and its member churches in cooperation with Income Monitoring and Development and report to the executive committee in September 2010; and
- to continue critical reflection on methodology and questions around relationships with member churches and their engagement with the programme work.

Regarding Unity, mission and evangelism (P2):

- to affirm the consultation process regarding the future work and approach of the Ecumenical Theological Education;
- to affirm the crucial role and visibility of the Faith and Order in the life of the WCC;
- to request reflection on the methodology and composition of the Faith and Order plenary commission in the light of work of the governance review continuation group, to be reported to the officers in December 2010 and the executive committee in February 2011;
- to evaluate the Edinburgh 2010 study process as a possible model for future cooperation with groups outside the WCC and to report to the programme committee of the central committee in February 2011; and
- to affirm, in regard to post-Edinburgh 2010 follow up processes, that appropriate fora to continue missiological dialogue already exist with the CWME and the Global Christian Forum.

Regarding Public witness: addressing power, affirming peace (P3):

- to affirm that advocacy should be an effective and integral part of the life of the WCC and to ensure that it will involve existing resources in member churches, specialized ministries and ecumenical partners (stakeholders);
- to explore ways for increasing visibility, impact and cooperation with stakeholders of the United Nations Liaison Office; and

- to address the need for advocacy around the situation of Christians in the Middle East and other countries and the issues of peace and worldwide poverty.

Regarding Justice, diakonia and responsibility for creation (P4):

- to affirm the need for more coherence in programme of P4 and to strengthen cooperation between the WCC and ACT Alliance on the basis of their distinctive roles.

Regarding Education and ecumenical formation (P5)

- to affirm the general direction as reported in the programme highlights; and
- to request the general secretary to report further developments in relation to the profile and future of the Bossey Ecumenical Institute to the executive committee in September 2010.

Regarding Inter-religious dialogue and cooperation (P6):

- to affirm the need for continued reflection on placement and perspectives for the inter-religious work of the WCC.

11 International Ecumenical Peace Convocation

11.1 First presentation of matters related to the IEPC

Rev. Dr Walter Altmann moderated a hearing session and invited Dr Mathews George to present an update on the preparations for the International Ecumenical Peace Convocation. Dr George shared the results of the recent meeting of the DOV reference group in Addis Ababa, at which the shape and methodology of the convocation was articulated.

Executive committee members offered comments and expressed concern about the ability of the council to fulfil the high expectations of the ecumenical community for this event. Programmatic aspects of the convocation were referred to the programme sub-committee, while financial aspects were referred to the finance sub-committee, with the expectation that the two sub-committees work in a coordinated way.

11.2 Composition of the IEPC

Rev. Dr Margaretha M. Hendriks-Ririmasse moderated a decision session and invited H.E. Metropolitan Prof. Dr Gennadios of Sassima to present the report and recommendations of the staffing and nominations sub-committee regarding the IEPC.

Upon recommendation of the staffing and nominations sub-committee, the executive committee approved by consensus to:

- affirm that the target number for participants at the IEPC should be 1000 participants with 250 paid by WCC;
- approve the proposed composition of participants, as follows:

  40% member churches; ask the general secretary to invite 85% with a similar approach to seat allocation as was used for the Porto Alegre assembly by

churches with the remaining 15% to be brought to the executive committee in September for decision. The WCC criteria for participation will be implemented.

30% individuals

10% peace organizations

15% local participation

5% guests

- reiterate that, according to council policy implemented in 2007, representatives from member churches are eligible to receive financial assistance for participation in governing, consultative or advisory body meetings subject to the condition that the negotiated membership contributions of their church be paid in full for the previous year two full months prior to the event concerned.

11.3 Financial aspects of the IEPC

H.E. Metropolitan Prof. Dr Gennadios of Sassima moderated a decision session and invited Dean Anders Gadegaard to present the report of the finance sub-committee regarding the IEPC.

Finance sub-committee's narrative

The sub-committee reviewed a report on the financial plan for the IEPC showing a total cost of CHF 1.6 million for a convocation of 1,000 participants. The draft budget covers estimated infrastructure costs of CHF 0.9 million and travel and accommodation costs of CHF 0.7 million for 250 sponsored participants and 30 staff. The participation of 750 others is planned to be either funded by their organisations or sponsored by partner organisations.

Eleven specialised ministries have pledged contributions of CHF 0.7 million, member churches have pledged CHF 0.1 million and WCC budget 2010 includes allocation of CHF 0.15 million in unrestricted income and internal transfers. Total pledges to date thus equal CHF 0.95 million. Registration fees are expected to provide CHF 0.2 million and prospects are being pursued to fill the remaining income need of CHF 0.45 million.

It was reported that although a memorandum of understanding reserving conference facilities would be signed in the coming months, financial commitments would not require to be made until January 2011.

Executive committee's decisions

Upon recommendation of the finance sub-committee, the executive committee approved by consensus to:

- approve the continued planning for the IEPC with the dimension of 1,000 participants based on the anticipated funding of CHF 1.6 million;
- request that another letter of appeal to member churches and partner organization for financial participation in the IEPC be made in the coming weeks by the general secretary;

- require that a progress report with a detailed budget be presented for review at the executive committee meeting in September 2010; and
- require that any delegation of authority to local organisations to enter into contractual arrangements on behalf of WCC be formally documented in accordance with local and Swiss law.

11.4 Programmatic aspects of the IEPC

H.E. Metropolitan Prof. Dr Gennadios of Sassima moderated a decision session and invited Ms Lois McCullough Dauway to present the report and recommendations of the programme sub-committee.

Upon recommendation of the programme sub-committee, the executive committee approved by consensus to:

- ensure that Sunday 22 May 2011 is celebrated as a worldwide peace celebration and prepared together with the churches in the region;
- ensure that the invitation for the churches to participate in the IEPC and all aspects related to it is communicated in timely fashion;
- affirm plans for the participation of various commissions and reference groups;
- ensure adequate denominational balances;
- ensure continued Orthodox and Roman Catholic participation in planning process and the event;
- encourage development of a peace message which evolves from the event and is clearly distinct from the peace declaration; and
- continue developing follow-up processes and request a report to the executive committee in September 2010.

12 MEMBERSHIP

12.1 First presentation of membership matters

Rev. Dr Walter Altmann moderated a hearing session and invited rev. Dr Daniel Buda to make a presentation on membership matters. He spoke to the current situation of the large number of new applications for membership, and invited the executive committee to provide advice on strategies for evaluating these applications in light of the membership policies approved at the Porto Alegre assembly.

Executive committee members offered comments and referred the matter to the staffing and nominations sub-committee for further consideration.

12.2 Action on membership matters

Rev. Dr Margaretha M. Hendriks-Ririmasse moderated a decision session and invited H.E. Metropolitan Prof. Dr Gennadios of Sassima to present the report and recommendations of the staffing and nominations sub-committee regarding membership matters.

Upon recommendation of the staffing and nominations sub-committee, the executive committee approved by consensus to:

- instruct the general secretary to continue receiving and processing new applications for membership, including a pro-active approach to increase interest in WCC membership; and
- request the permanent committee on consensus and collaboration at its next meeting to provide advice and proposals on membership matters and report back to the next executive committee meeting in September 2010.

13 STAFFING

13.1 Staffing report

Rev. Dr Walter Altmann moderated a closed decision session and invited Rev. Dr Olav Fykse Tveit to present the staffing report. The general secretary began by noting that he is not yet ready to make significant proposals on staffing, and will request the patience of the executive committee as he develops his staffing recommendations over the course of the next few months.

13.1.1 Vacancy

Upon recommendation of the general secretary, the executive committee approved by consensus to open a vacancy for the following position:

- Programme Executive-Church and Ecumenical Relations / North America Relations, to replace Rev. Deborah DeWINTER who left on 16 October 2009. Note that this position will now be located in Geneva.

13.1.2 Extensions

Upon recommendation of the general secretary and following substantive discussion, the executive committee approved by consensus the following contract extensions:

- Ms Nan BRAUNSCHWEIGER, IEPC Coordinator, whose contract ends on 31 August 2010, to be extended to 31 August 2011.
- Mrs Maria Cazilda CHAVEZ QUISPE, Consultant for Indigenous Peoples' Programme, whose contract ends on 30 November 2010, to be extended to 30 November 2011.
- Mr Mark BEACH, Director for Communications, whose contract ends on 30 June 2011, to be extended to 30 September 2011.

The general secretary noted that he is carefully evaluating the entire staffing profile of the council and expects to come with further information on contract extensions and other staffing matters to the Officers meeting in June 2010. The executive committee expressed gratitude for the care the general secretary is taking in matters of human resource management, and also looked forward with anticipation for the input of the new personnel committee into matters of personnel policy.

13.1.3 Update on staffing since last executive committee

The general secretary reported that the following staff members have assumed their responsibilities:

- Rev. Dr Olav Fykse TVEIT, Church of Norway, General Secretary, started work on 1 Jan 2010.

The following staff, interns, and consultants have been appointed under the authority of the general secretary:

- Rev. Sangyoun LEE, seconded by the Korean Methodist Church, Income Development Consultant, started work on 1 September 2009.
- Mr Lambert Chitranjan Devadasen SOLOMON, Church of South India, Communication Officer for the Palestine Israel Ecumenical Forum, started work on 12 October 2009.
- Rev. Dieter BRANDES, seconded by the Evangelical Lutheran Church of Württemberg to assist in the Healing of Memories work of the WCC, as Senior Advisor, on 1 January 2010 until 30 September 2010 (date of retirement of Rev. Brandes). He will serve mainly from Germany.
- Rev. Daniel Dong Soon KIM, partially seconded by the Presbyterian Church of Korea, Consultant Asia Regional Relations, (starting date to be agreed on with the seconding church).
- Ms Aneth LWAKATARE, Evangelical Lutheran Church in Tanzania, Youth Intern, Visitor's Programme, will start work in March 2010.
- Ms Ani GHAZARYAN, Armenian Apostolic Church, Youth Intern, Ecology and Social Justice, will start work in March 2010.
- Ms Anastasia DRAGAN, Lutheran Church of Moldova, Youth Intern, Youth and Ecumenical Formation, will start work in March 2010.
- Ms Selaotswe LEREFOLO, Methodist Church in Southern Africa, Youth Intern, Mission and Evangelism, will start work in March 2010.
- Ms Jasmine BOSTOCK, Episcopal Church, Youth Intern, International Ecumenical Peace Convocation, will start work in March 2010.

The following specialized and house staff has been appointed under the authority of the general secretary:

- Ms Ana Paola KAUFMANN, House Staff at the Ecumenical Institute Bossey, started work on 1 Feb 2010.

13.1.4 Departures

The following staff left the services of the Council since September 2009:

- Mr Jonathan REAMONN, Administrative Assistant – Communication, on 4 September 2009.

- Ms Marcia BAUER-KAPANCI, English Teacher - Ecumenical Institute Bossey, on 11 September 2009.
- Dr Aruna GNANADASON, Executive Director for Planning and Integration, on 30 September 2009.
- Ms Simone ERGAS, Administrative Assistant in the General Secretariat, on 30 September 2009.
- Rev Elenora Giddings IVORY, Programme Director for Public Witness and Director of CCIA, on 30 September 2009.
- Mr Daniel RICHARDS, EAPPI Local Programme Coordinator in Jerusalem, on 5 October 2009.
- Rev. Deborah DeWINTER, Programme Executive US Office, on 16 October 2009.
- Mr John ASHER, Office Administrator & Programme Assistant, US Office, on 31 October 2009.
- Ms Luzia WEHRLE, Programme Assistant, on 31 October 2009.
- Ms Simeï MONTEIRO, Worship Consultant, on 31 October 2009.
- Ms Marysa ZOURELI, Database Administration Officer, on 30 November 2009.
- Mr Hans-Ulrich GERBER, Programme Executive: Decade to Overcome Violence, on 31 December 2009.
- Rev. Dr Samuel KOBIA, General Secretary, on 31 December 2009.
- Dr William TEMU, Associate General Secretary for Programme, on 31 December 2009.
- Dr Tharcisse GATWA, Regional consultancy of WCC/ETE for Africa, on 31 December 2009.
- Dr Antone HOPE, Regional consultancy of WCC/ETE for Asia, on 31 December 2009.
- Mr Miroslaw MATRENCZYK, Programme Executive, Eastern Europe Office, on 31 December 2009.
- Ms Lindsay Ann COX, Publications Manager, on 6 January 2010.
- Ms Linda FORD, Administrative Assistant for Book Sales, on 31 January 2010.
- Ms Emma Louise HALGREN, Youth Intern, on 31 January 2010.
- Ms Aikaterini PEKRIDOU, Youth Intern, on 31 January 2010.
- Mr Packiaraj ASIRVATHAM, Youth Intern, on 31 January 2010.
- Mr James MACHARIA, Youth Intern, on 31 January 2010.

The following staff will leave the services of the Council in 2010:

- Mr Mark TAYLOR, Youth Intern, on 28 February 2010.
- Ms Claire MEDRI, Archivist, on 28 February 2010.

- Ms Claudie PEREZ, Administrative Assistant, on 28 February 2010.
- Mr Georges ROSSET, Web Site Specialist, on 31 March 2010.
- Ms Evelyne DOMENJOZ, Payroll Officer, on 30 April 2010.
- Ms Yvette MILOSEVIC, Programme Officer, on 31 May 2010.
- Mr Jacques MATTHEY, Programme Executive, on 31 July 2010.
- Ms Maria AGUADO, Roman Catholic Consultant, on 31 August 2010.
- Ms Rosemarie DÖNCH, German Translator, on 30 September 2010.
- Rev. Dieter BRANDES, Senior Advisor, on 30 September 2010.
- Ms Wendy GOLDSWORTHY, Secretary for travel, on 31 October 2010.
- Rev. Christopher FERGUSON, WCC-CCIA Representative to the UN New York and Programme Executive Global Advocacy, on 31 December 2010.

Members of the executive committee inquired about the high number of departures, and requested that future staffing reports include the reason for departure.

13.1.5 Seconded staff for 2010

The general secretary reported the following secondments for 2010:

Name of Staff	Country / Nationality	Present Role/Title	Church / Organization	Duty Station	Appointed By
Ms Maria AGUADO	Spain	Roman Catholic consultant in (P203)	Vatican/ PCPCU	Geneva	Church/ Organization
Rev. Dieter BRANDES	Germany	Assist in the Healing of Memories work of the WCC, as Senior Advisor	Evangelical Lutheran Church of Württemberg	Württemberg Germany	Church/ Organization
Ms Kelly BROWNLEE	USA	Development Officer-Foundations	ICCO	Geneva	WCC
Rev. Christopher FERGUSON	Canada	WCC UNLO Representative (P302)	United Church of Canada	UN, USA	Church/ Organization
Dr Rev. Dagmar HELLER	Germany	Prof Ecumenical Theology (P501) & PE in F&O (P201)	EKD	Geneva	Church/ Organization
Prof. Paul John ISAAK	Namibia	Prof Ecumenical Missiology (P501)	CWM, CEVAA, UEM	Ecum. Inst. Bossey	WCC
Mr Kjell JONASSON	Sweden	JIC Associate to the Executive Secretary	Church of Sweden	Jerusalem	Church/ Organization
Fr. Dr Gervasis KARUMATHY	India	Prof Ecumenical Biblical Hermeneutics (P501)	Vatican/ PCPCU	Ecum. Inst. Bossey	Church/ Organization
Rev. Daniel Dong Soon KIM	South Korea	Consultant Asia Regional Relations	Presbyterian Church of Korea	Geneva	WCC
Rev. Sangyoun	South Korea	Income Development Consultant	The Korean Methodist	Geneva	Church/Organization

LEE			Church		
Rev Dr Odair MATEUS	Brazil	Prof Ecumenical Theology (P501) & PE in F&O (P201)	Christian Church (Disciples)	Ecum. Inst. Bossey	WCC
Ms Anja REICHEL	Germany	EAPPI (P305) EAs Support & Facilitator	EED	Jerusalem	Church/ Organization
Mr Chitranjan SOLOMON	India	Communication Officer, PIEF	ICCO	Geneva	Church/ Organization

13.2 Discussion

Rev. Dr Olav Fykse Tveit shared some initial observations and reflections on the staffing situation in the council, including urging that the directorate of P2 be opened for hiring.

Executive committee members greatly appreciated the general secretary's comments, and encouraged him to bring his staffing proposals to the September executive committee meeting. Members also raised again the concern about gender imbalance among the management-level staff.

13.3 Ecumenical News International staffing agreement

Upon recommendation of the general secretary, and after careful consideration by the staffing and nominations sub-committee, the executive committee approved by consensus to record that ENI is an independent legal entity and to authorize the general secretary to respond to the request addressed to the WCC by the ENI executive committee of a technical nature (terminating the "Agreement on personnel matters between the World Council of Churches and Ecumenical News International (ENI)", signed 8 May 2002; staffing matters) according to Swiss labour law.

13.4 Vacancy for P2 director

In consideration of the concerns raised by the general secretary, and upon recommendation of the staffing and nominations sub-committee, the executive committee approved by consensus to open the following vacancy:

- programme director for P2 – Unity, Mission, Evangelism and Spirituality

14 COMMUNICATIONS SEMINAR

Rev. Dr Walter Altmann moderated a hearing session and invited Mr Mark Beach, Director of Communications, to lead the members of the executive committee in an exercise on communicating the World Council of Churches. Small groups discussed role play scenarios in which members of the executive committee were called upon to present the Council's identity and work briefly and engagingly. The executive committee appreciated the exercise and encouraged the communications staff to continue engaging governing board members with these issues.

15 CLOSING ACTIONS

15.1 Dates of future meetings

The general secretary presented the following list of future meetings:

2010		
Executive Committee	23-26 February	Bossey, Switzerland
Officers	8-9 June	Geneva
Executive Committee	14-17 September	(near) Edinburgh, Scotland
Officers	2-3 December	tbc
2011		
Executive Committee	14-15 February	tbc Geneva, Switzerland
Central Committee	16-23 February	tbc Geneva, Switzerland
Executive Committee	13-16 September	tbc Addis Ababa, Ethiopia pending formal invitation
2012		
Executive Committee	14-17 February	tbc Pacific region pending formal invitation
Executive Committee	27-28 August	tbc Crete or Rhodes pending inquiries on dates and formal invitation
Central Committee	29 August-5 September	tbc Geneva, Switzerland
2013		
Executive Committee	19-22 February	tbc Bossey, Switzerland

tbc = to be confirmed

15.2 Arrangements for next meeting

The executive committee received a document outlining plans by the Scottish churches to host the September 2010 meeting of the executive committee. The committee appreciated the effort being made to enable meaningful engagement between the churches and the council, and look forward to being together in Scotland.

15.3 Other correspondence

The general secretary noted that both he and the moderator have written personal notes to Bishop Margot Kässmann upon her resignation from her position as president of the Council of the EKD this week.

The general secretary presented a letter from himself to the de Gruchy family on the death of Prof. Steve de Gruchy, who passed away during these last days.

15.4 Closing

Rev. Dr Walter Altmann expressed the gratitude of the executive committee for the hospitality extended by the Bossey community, and also thanked the council staff, especially the new general secretary, for making this meeting a success. Lastly he thanked the members of the executive committee for their participation, and closed the meeting with prayers for safe travel and God's blessings. The moderator declared the meeting closed at 3:00 p.m. on 26 February 2010.

16 Appendix I – Members present

Officers:	Rev. Dr Walter Altmann	Moderator
	Metr. Prof. Gennadios of Sassima	Vice-Moderator
	Rev. Dr Margaretha Hendriks-Ririmasse	Vice-Moderator
	Rev. Dr Olav Fykse Tveit	General Secretary

Members:
Bishop Ivan M. Abrahams
Archbishop Vicken Aykazian
Metr. Bishoy of Damiette
Ms Margareta Grape
Archpriest Mikhail Gundyaev (substitute)
Ms Hae Sun Jung
Rev. Carmen Lansdowne
Rev. Sanele Faasua Lavatai
Mr Graham G. McGeoch
Metr. Dr Nifon of Targoviste
Ms Iyabo Oyekola
Rev. Dr Larry Pickens
Bishop Martin Schindehütte
Metr. Dr Vasilios of Constantia-Ammochostos
Ms Outi Vasko

Ex officio:
Dean Anders Gadegaard
Ms Lois McCullough Dauway

Apologies:
Dr Agnes Abuom
Metr. Dr Hilarion Alfeyev
Bishop Samuel R. Azariah
Ms Nerissa Celestine-James
Pastor Antonio P. Malungo
Rev. Dr Tyrone Pitts

Staff:

Mr Jean-Nicolas Bazin	Mr Mark Johnson
Mr Mark Beach	Mr Georges Lemopoulos
Ms Catherine Christ-Taha	Dr Rogate Mshana
Ms Elaine Dykes	Rev. Dr Martin Robra
Dr Mathews George	Rev. Dr Hielke Wolters

Minute-Writer: Eden Grace

Administration: Ms Diana Chabloz

17 Appendix II – Membership of Sub-committees

Programme
Rev. Dr Walter Altmann
Archbishop Vicken Aykazian
Ms Lois McCullough Dauway
Fr Mikhail Gundyaev
Ms Margareta Grape
Ms Outi Vasko

Public Issues
Archbishop Vicken Aykazian
Metropolitan Bishoy of Damietta
Ms Margareta Grape
Mr Graham G. McGeoch
Metropolitan Dr Nifon of Targoviste
Ms Iyabo Oyekola

Finance
Bishop Ivan Abrahams
Dean Anders Gadegaard
Dr Margaretha Hendriks-Ririmasse
Rev. Carmen Lansdowne
Ms Iyabo Oyekola
Bishop Martin Schindehütte
Metr. Dr Vasilios of Constantia-Ammochostos

Staffing and Nominations
Metropolitan Bishoy of Damietta
Bishop Samuel R. Azariah
Metr. Prof. Gennadios of Sassima
Ms Hae Sun Jung
Rev. Sanele Faasua Lavatai
Mr Graham G. McGeoch
Metropolitan Dr Nifon of Targoviste
Rev. Dr Larry Pickens
Rev. Dr Olav Fykse Tveit

18 APPENDIX III – PROGRESS REPORT FROM THE GOVERNANCE GROUP

18.1 Introduction

The working group on Governance, Accountability and Staff Policy reported to central committee in August/September 2009. It sought to find ways to adapt to a new ecumenical landscape governance structures first designed in 1938, and to be realistic about future needs and resources.

In its report, the working group drew two key distinctions. One was between, on the one hand, what CUV affirms as the key role of sustaining the life of the fellowship and, on the other, the lesser role of running the organization. It was suggested that central committee's primary responsibility was the first more than the second, while much of the second could safely and helpfully be delegated to the executive. The other distinction was between governance and management, seeking to disentangle the sometimes unclear separation between the two in the life of the WCC. In doing so, it looked for structures that would be efficient and effective. That meant avoiding duplication and unclear lines of accountability.

The report also included detailed proposals regarding the audit committee and a proposed new personnel committee, together with a major section with proposed changes and clarifications of the rules. Central committee approved the sections on the audit and personnel committees, together with a proposal to require the new general secretary to provide an early report on how, given the need for the general secretary to be frequently absent, the Geneva-based operation will be managed effectively. It also agreed to reflect further on how to design meetings and communications to serve more coherently the life of the fellowship.

On the more substantive issues and rule changes, central committee felt it inappropriate to make a decision at that stage, though it did formally acknowledge the opportunities highlighted by the working group for the future shape of governance structures. Within that generally affirmative statement about the direction the group had been taking, it agreed to establish a new group, including a core of members from the old, to continue the work. Until the new "governance review continuation group" could be established, the existing working group was to continue, preparing the way for the new group to take up the task.

18.2 The working group's reflections on the central committee debate

The working group has met once since central committee to reflect on the debate, to make proposals regarding some urgent issues and to prepare this briefing document for the continuation group. The meeting took place in Geneva from 5-7 November 2009.

Having listened to the debates and talked with members of central committee, members of the group were able to reflect further on their report. They recognized that, in focusing as charged on governance and staff, the report had failed to demonstrate some of the breadth now required. In particular five areas needed more work:

- The focus on governance and management needed augmenting with a focus on leadership. Leadership was a role for the general secretary but was also a role the WCC understood itself as playing within the wider ecumenical movement. There was some tension here about the nature of the WCC. Movements tend to rise from below and to be disturbing of the status quo. Representative bodies tend to be appointed by established authorities who are part of the status quo. The WCC seeks to be both, but if it is to be both then it needs to be clear where within its life representativeness is most important and where creative leadership should be given its head.
- A second casualty of the focus on governance and management was any work at depth on what it means for a central committee to "live the fellowship". Having identified this as the main role of the committee, the report said little more about it. It was, perhaps, not surprising that people would feel bereft if it was proposed that much of their present role be delegated elsewhere without a full picture being offered of what would replace it.
- Theological reflection on the issues was largely lacking. There was room for debate about the appropriate paradigms for theological reflection. Some might want to use an ecclesiological paradigm, while others would question its appropriateness for a body which they would not see as an expression of church. Those keenest to focus on the priority of the ecumenical movement, served by but not embodied in the WCC, might want to use a pneumatological frame, or perhaps a missiological one. Yet others, most anxious to see the WCC modelling alternative ways of exercising power and influence, might want to focus on the theology of the Reign of God. Whatever the approach, however, serious theological reflection on the organisational concepts needs to be done.
- Insufficient attention was paid to cultural difference and how it might affect perceptions of governance and management. The model presented had its provenance in Europe and North America, even though it is close to the norm for most international organisations. There needed to be consideration of whether there are other models to be considered, and if so, how they would change the shape proposed.
- Finally, the report needed to give more attention to issues of power. It was quite clear that where people reacted negatively to the report it tended to be where they felt a potential loss of power or feared the concentration of power into too few hands. At its heart, the report took it that power to shape the thinking and direction of the ecumenical movement and to speak on its behalf is more significant than power over a shrinking organisation in Geneva. It did not, however, put that understanding centre stage, nor did it spell out how central committee might use its freedom from detailed organisational matters to exercise that more important power.

We anticipate that the governance review continuation group will want to address these five areas.

18.3 Further work undertaken by the working group since central committee

The group felt that further work on how the general secretary relates to governance was needed urgently, given that a new general secretary was preparing to take up office. The

group was helped by having both the retiring and incoming general secretaries present at its meeting. The result of its work can be found at annex A. The group had also hoped to have progressed work on the roles of the moderator and vice-moderators, but in the event had insufficient time. These were judged less urgent, so are passed on to the continuation group to deal with.

The group considered the revised mandate of the audit committee, and discussed it with the committee's chair. A revised mandate will be presented separately by the moderator of the audit committee for the executive committee's approval. The group discussed whether the moderator and vice-moderators acting together might be authorised in future to sign off the accounts, to cope with the tight time-frame that prevents consideration in full executive committee, yet maintaining the role at a governance level distinct from and higher than the finance sub-committee of the executive. Further consideration of this issue is required.

The group considered the relationship of the WCC to the nascent ACT Alliance. It was clear that a continuing strong connection between these bodies was essential and that this matter should be included in the mandate of the continuation group. Two possible mechanisms were given preliminary consideration:

- That the main institutional link between the two should, perhaps, be through having the WCC's general secretary chair the board of ACT Alliance. The group considered this sympathetically, but felt that further discussion is warranted which would need to take account of both the potential for conflict of interest and the difficulty for the WCC and the general secretary were this arrangement to become a precedent for other groupings.
- That a figure representative of WCC *governance* should chair the ACT Alliance board. The group felt this approach held the potential for misunderstanding by giving the appearance that the two – the World Council of Churches and the ACT Alliance – were equivalent bodies when in reality ACT Alliance is an expression of the diaconal dimension of the ecumenical movement, not an equivalent parallel body to the WCC.

18.4 Preparation for the task ahead

The group outlined a proposal for the process by which the governance review continuation group would undertake consultation with the churches, as required by the resolution of central committee, and with other parts of the constituency. The proposals will be presented to the executive committee as annex B.

The group then began to prepare for the continuation group to undertake the remit from central committee to evaluate the roles, functions and mandates of the committees, commissions, advisory groups and reference groups so as to ensure greater integration and collaboration. In doing so:

A. The Group clarified its terms. It noted that there are:

- Commissions, which represent and guard the major streams that coalesced in the WCC and have their authority from the assembly. They are advisory and not part of the governance structure. There is very limited overlap with membership of central committee.

- Committees, which are created by the central committee from among its members and are directly accountable to it. With the exception of the executive committee they have no life outside the life of central committee.
- Sub-committees, created by committees to facilitate their work. The executive has created some, and two of the committees – finance and programmes – have created core groups or officers' groups to enable some work to be done between meetings of central committee.
- Ad hoc committees or working groups appointed by central committee or the executive to undertake a particular task. They are not restricted to members of central committee. The governance review continuation group is itself an example of such an ad hoc group.
- Advisory groups and reference groups that may have been appointed by the general secretary at the request of staff or a committee. They have no governance role.

B. The group confirmed its original judgment, formed prior to the central committee but not reported to it, that the executive committee and programme committee should ultimately merge. It urges the continuation group to look carefully at that proposal, designed to remove duplication and promote efficiency.

C. The group identified a series of problems endemic to the commissions. First, having once had a governance function over the programmes under their aegis, it had been difficult for them to relinquish a governance mindset. The current arrangements, however, separated them from governance, giving them instead of role of leadership in the thought and practice of the WCC and the wider ecumenical movement. Second, linking commissions with particular programme areas narrowed their vision. They became advisers to programmes rather than contributors on their field to the holistic vision of the WCC. Third, the practice by which commissions report to the central committee only through the programme committee meant that it tended to be their recommendations rather than their thinking which was brought to central committee – and recommendations tended to be on detailed issues of governance and management more often than on broad advice. In setting the agenda for the continuation group it will be important to look for models that clearly separate commissions from governance and from being too closely tied to individual programmes, and that set them free to engage the whole central committee in their thinking.

D. The group identified a process of evaluation for the various committees and commissions, closely linked to the process for consulting the churches. It includes conversations with a sample of those who serve on them, engagement with the bodies corporately and seeking comments from the churches and other partners about them.

18.5 Annex to the report – proposed process for consultation with the constituency of the WCC on the review of governance

18.5.1 Introduction

It has become increasingly clear that major changes to the governance of the World Council of Churches must reflect changes in the vision, role, power relations and social

reality of the WCC within the ecumenical movement and will have a major impact on those matters for the future. Therefore, governance changes should not be entered into lightly and should only take place after comprehensive consultation with the member churches and constituencies of the WCC.

Among the changes which have been and are reshaping the WCC and its relationship with the ecumenical movement are:

- the CUV process with its affirmation of the council's key role in sustaining the life of the fellowship,
- the growing multiplicity of ecumenical actors who are now carrying out roles that used to be the responsibility of the WCC,
- the continuing shift to the Global South as the centre of gravity for the Christian world,
- the financial constraints facing the WCC and its member churches, and
- the increasing attention being given to the WCC's role in fostering the coherence in the ecumenical movement

The impact of these and other trends need to be accessed as part of the consultative process that leads to proposed governance changes.

The beginning of the term for a new general secretary is an ideal time for a new period of consultation and engagement with member churches and constituencies of the WCC on the vision, role, and governance of the council. We are proposing, with the concurrence of the general secretary, that a centre piece of the consultative process we envision be the meetings he has or will schedule in the various regions of the world during his first year in office and that this mode of consultation will continue into the future.

While we envision a formal written consultation with our broad constituency, issues of this importance and emotional investment also need a consultative process that is primarily relational and that can reach out to those who may be more comfortable with relational and dialogical processes than with formal or written processes.

While this process needs to be very thorough, we are also aware that it needs to be completed by the end of 2010 if we are to be able to take the steps needed for decision making and constitutional change that will be necessary for major governance change by the time of the next WCC assembly in 2013.

18.5.2 Content of the consultation process

In taking action calling for this consultative process at its meeting in August 2009, the central committee instructed the continuation group, "to consult with the churches concerning the future shape of governance structures, and the partners concerning programme, as discussed in paragraphs 8.1 to 8.9 of GEN 10" (the document presenting the Working Group on Governance). While further scenarios need to be developed for testing in the consultation process, this action sets the parameters as to the content of the matters on which the wisdom of our constituency is to be sought as proposals are developed for governance changes. Among the assumptions on which the continuation group will be working and which need assessment in the consultative process are that:

- The important and developing role of the WCC in a changing global and ecumenical context requires governance that is efficient, flexible and vision-focused. There is significant room for improvement in present structures if they are to model best practice.
- The global financial crisis and the need to accommodate to a "polycentric" ecumenical environment suggest improvement will not be enough. More significant change will be urgently needed.
- Each governance body is both an expression of living the fellowship and part of the machinery for running the organization. The higher level governance bodies – the assembly and the central committee – are more concerned with living the fellowship, setting the vision for the ecumenical movement, and promoting coherence in the ecumenical movement, but each has its own distinct role in running the organization. The executive committee is primarily concerned with running the organization, but in a way that is always accountable and consistent with the policies set by the higher governance bodies. The staff is expected to implement policies approved by governing bodies, and consultative bodies accompany the work of and offer advice to both governing bodies and staff.
- The four functions of governance, management, implementation and advice need to be kept conceptually distinct. Governance governs and management manages. Governing bodies should be setting vision, mission, strategic objectives, limits and guidelines. Management should be held accountable for fulfilling the vision, mission and strategic objectives, and operating within the limits and guidelines, but should be left free to organize its work as it does so.
- WCC is unusual in having three levels of governance – assembly, central committee, executive. It is vital that functions are not duplicated between them, but each has its own distinct role within a single line of authority and accountability. All but the higher levels of governance should be delegated to the executive committee. The higher governing bodies should focus on ethos and identity, vision and mission, reflection and broad outcomes. Concrete models to express these assumptions should be explored and tested in the consultative process.
- Not only governing bodies, but also individual roles should be clearly defined. Definition of the roles of the officers is provided. Work on role descriptions and induction processes for members of governing bodies is recommended.
- Present committee structures of central committee, and the way central committee organizes its work, are less than ideal. New patterns for central committee meetings and a thorough evaluation of committee effectiveness are recommended. A serious look should also be taken at new terminology for naming governance structures. Two new sub-committees of the executive – an internal audit committee and a personnel committee – have already been proposed by the central committee.
- The role of commissions and advisory groups is not to manage particular programs but to offer wisdom to the whole of the WCC in relation to their particular area of concern. Access needs to be clearly available for commissions and advisory groups to offer their wisdom in the visioning and decision making process.

- The present governance structure is judged unsustainable in the long term, and possibly even in the mid-term. It is too expensive, and not well adapted to the changing ecumenical scene. Questions are raised about the size and frequency of governing bodies, and a number of possibilities explored. Questions must be addressed about the best way for partner bodies that are not churches to enhance the ecumenical movement and to be appropriately engaged.

18.5.3 Process for consultation

Five major components of a consultative process are recommended, all of which will need to take place in 2010.

A written questionnaire will be sent to all member churches and other constituencies covered by the "member church list" seeking their feedback on the basic issues and directions being considered for governance change.

As mentioned above, the centrepiece of this consultative process will be meetings and conversations that the general secretary will be having with core constituencies of the council in different regions of the world during his first year in office. He will be asked to secure input from the regions on their perspectives on the vision, role, structure and governance of the WCC for the 21st century, and a process will be developed by staff for collecting and collating this data for the review process.

In order to be sure that the feedback of all major constituency groups has been obtained, special efforts will be made to have dialogue and consultation at meetings and events of major constituency groups during the year, such as:

- Contacts and meetings arranged through the regional desks and the church and ecumenical relations office
- The meeting of the ecumenical officers of member churches in May
- The WCC round table meeting in June
- The leadership gatherings of specialized ministries, especially those related to the ACT Alliance
- Christian world communions
- Commissions and advisory groups of the WCC
- The Permanent Committee on Consensus and Collaboration
- The Presidents of the council
- Telephone interviews with members of the central committee and other key leaders that may not have been contacted otherwise
- "Edinburgh 2010" ecumenical mission consultation in June

A progress report will be brought to the executive committee at its meeting in September 2010, and they will also be consulted, in light of the feedback already provided, as to what key concerns they might have as the process moves forward to final recommendations to the central committee in February 2011.

The continuation group, with the help of the staff, will seek to have a final report on this specific consultative process for its meeting in the fall of 2010 to serve as a foundation for its work in developing its report and recommendations for the central committee. Following the action of the central committee the process of consultation with the member churches will need to continue as these proposals, in more concrete form, move forward toward the assembly.

19 Appendix IV – Mandate of the governance review continuation group

This mandate incorporates the mandate in the central committee resolutions (section 15.2 of Aug/Sept 2009) but adds to it in the light of the working group's reflections as reported in the narrative section of this report.

The continuation group is to work in the spirit of the CUV, which understands the organization of the WCC as a fellowship of churches and an instrument for strengthening the ecumenical movement and its institutional profile.

The continuation group is to take account both of the working group's original report to the central committee (Appendix VII of Aug/Sept 2009) and of the working group's post-committee reflections as recorded in the narrative in Appendix III of these minutes.

The tasks to be undertaken are as follows:

a. Consult with the churches concerning the future shape of governance structures and with partners concerning programmes, as discussed in paragraphs 8.1 to 8.9 of Appendix VII of Aug/Sept 2009, and in doing so to take account of the process described in the annex to Appendix III of these minutes.

b. Reflect on the proposals and the consultation feedback in the light of the governance group's "reflections on the central committee debate" and ensure that the final proposals are demonstrably informed by that reflection.

c. Further elaborate on the role of the presidents, moderator, vice-moderators and general secretary, and in doing so to take account of the work of the governance group in this area.

d. Consider the best use of available financial resources and intensified efforts in income generation, and in doing so to take account of the true cost of present governance structures and to be realistic in what churches and partners are likely to be able and willing to provide.

e. Evaluate the roles, functions and mandates of the committees, commissions, advisory groups and reference groups so as to ensure greater integration and collaboration, and in doing so to take account of the comments in the section "Preparation for the task ahead" in the governance group report.

f. Review the constitution and rules in the light of the outcomes of the work under (a) to (e) above, so that:

    i. Changes towards a future shape of governance structures that can be made with immediate effect are brought to the 2011 meeting of central committee.

ii. Preparatory work for changes requiring ratification or approval at assembly is undertaken in time for the 2011 meeting so that a constitutional committee can then work on them and report to the 2012 meeting of central committee.

g. Further study the relationship between WCC and ACT Alliance with a special focus on models of cooperation that would properly reflect the distinct roles and callings of WCC and ACT as well as their mutual cohesion and relatedness in a shared mission.

20 Appendix V – Mandate of the audit committee

1 Overall Purpose

1.1 To liaise with the independent auditors with a view to ensuring that member churches, funding partners, related organizations and other stakeholders are given an independent assurance of the integrity of the WCC's financial reporting process, its stewardship of resources and management of risks and controls.

1.2 The audit committee should keep under review the independence and objectivity of the auditors.

2 Objectives

2.1 To oversee the process for the appointment of auditors.

2.2 To monitor the annual audit process and the performance of the auditor.

2.3 To receive and review the draft financial report, together with any observations from the auditors, ensuring that any material issues are raised to the Officers of the Finance Committee before their approval of the financial report.

2.4 To receive and review reports from the auditors regarding WCC's financial and internal control process.

2.5 To monitor the choice and application of accounting policies and principles.

3 Tasks of the audit committee

3.1 Audit planning and preparation

3.1.1 To review the scope of the current year's audit, including the areas where the auditors have identified risks, or where observations have been raised by finance committee or sub-committee, making recommendations to the auditors for amendment of scope as appropriate.

3.1.2 To assess whether appropriate assistance is being provided to the auditors by the finance staff.

3.1.3 To review control weaknesses detected in the prior year's audit and corrective measures implemented by management.

3.1.4 To review the auditor's engagement letter, including the audit fee and expenses

3.2 Accounting and control systems

3.2.1 Enquire about changes in the financial systems and control systems during the year.

3.2.2 Enquire into the condition of the records and the adequacy of resources committed to accounting and control.

3.2.3 Enquire into the major financial risks faced by the Council and the appropriateness of related controls to minimize their potential impact.

3.3 Fraud risks and controls

3.3.1 Receive and review annually an assessment of the risks of fraud in the organisation, as prepared by staff in accordance with the Anti-Fraud and Corruption Policy.

3.3.2 In accordance with the same policy, and with WCC procedures concerning the reporting of fraud concerns, receive, review and address as appropriate any concerns raised by staff directly to the moderator of the audit committee.

3.4 Annual financial statements

3.4.1 Review the financial statements, with particular focus on: the selection of, and changes in accounting policies, methods used to account for unusual or particularly significant transactions, issues on which management has made estimates or judgements that had a significant effect on the financial statements, the reasonableness of the estimates and judgements, and significant transactions with related parties.

3.4.2 Enquire about changes in professional standards or regulatory requirements.

3.5 Audit results

3.5.1 Review the auditors' proposed report on the financial statements.

3.5.2 Review the auditors' draft comprehensive report assessing the internal control systems and other audit issues.

3.5.3 Discuss with the auditors whether there are concerns such as: organizational and management deficiencies, limitations placed on the scope of the auditor's examination; significant misstatements or irregularities.

3.5.4 Ensure that issues are reported as appropriate to the executive committee.

3.6 Appointment of auditors

3.6.1 Discuss with senior management whether there are any concerns about the conduct of the audit.

3.6.2 Enquire as to the experience and capabilities of the individuals being proposed to conduct the audit, their objectivity and independence.

3.6.3 Recommend to the executive committee the auditors to be appointed for the following year.

4 Membership

4.1 The audit committee shall be composed of four to six members of whom two or three shall be members of the executive committee who are not also members of the finance, personnel or nominations committees, nor of the core group of the

programme committee, and two or three external members who are experts in these areas.

4.2 Each member of the audit committee will have experience in financial reporting or other tasks of the committee, and should be willing and able to ask searching questions about these matters and to commit the time required.

5 Appointment

5.1 Members of the audit committee shall be appointed as approved by the central committee, for a period of three years, and shall be eligible for reappointment. Names of external members shall be offered by the audit committee to the executive committee for appointment. The committee will be responsible for appointing a moderator from within its number.

6 Frequency of meetings

6.1 The Audit committee will meet at least twice each year. The Audit committee may meet with auditors and staff present, or with one or neither of these groups of persons present. Flexibility is expected so that audit committee members and the auditors can meet on an as-needed basis.

7 Reporting

7.1 The audit committee shall report directly to the executive committee and distribute reports to the central committee.

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